September 11, 2006

TO: Each Supervisor

FROM: Bruce A. Chernof, M.D.
             Director and Chief Medical Officer

SUBJECT: **NURSING STRATEGIC PLAN AND
             RECRUITMENT AND RETENTION UPDATE
             JANUARY 1, 2006 – JUNE 30, 2006**

At its December 2005 meeting, the Board of Supervisors adopted a motion directing the newly appointed Director of Nursing Affairs to develop a nursing strategic plan.

Attached for your review is a six month update on the progress of the strategic plan initiatives as well as a report on nurse recruitment and retention for the period of January 1, 2006 through June 30, 2006.

Nursing Strategic Plan Update:

I. Centralized Recruitment

- The recruitment & retention activities previously performed by DHS Recruitment and Examining Office have been transferred to the Office of Nursing Affairs .
- All nursing recruiters are reporting directly to the Chief Nursing Officer/Director of Nursing Affairs to ensure a centralized, standardized and consistent approach to recruitment and retention activities.
- Monthly recruitment meetings are conducted to track new hires and terminations, reasons for terminations, reasons for declining offers of employment and number of vacancies.

II. Implementation of Employee Referral program

- *Employee Referral Award Program (ERAP)*: This recruitment and retention program enhances recruitment of hard-to-fill licensed registered nurse positions. This program rewards current DHS employees for referring registered nurses to work for DHS. If a referred registered nurse is hired, the DHS

employee can earn up to $1000.00. In January 2006, ERAP was piloted at KDMC and rolled out to the rest of the facilities in May 2006. During this reporting period, the Office of Nursing Affairs has received 45 referrals and job offers were made to all 45 referrals.

III. Standardized Hiring Process:

- Elimination of two person interviews has resulted in an expedited hiring process.
- Advanced Step Placement process for hiring nurses into management positions has been redesigned resulting in appropriate salary placement and reducing the hiring timeframe from several months to 7 days.

IV. Registry Reduction Plan:

- A registry reduction strategy was developed as part of the budget deficit management plan. One component of the plan was an immediate strategy to reduce CNA registry utilization. CNA interview days were conducted in May and June which yielded 38 new hires as follows:

LAC+USC	11
KDMC	1
Olive View	7
Harbor	16
Rancho	3
	38

- Ongoing strategies are in place to increase RN recruitment. As of this reporting period, the following number of RNs were hired:

LAC+USC	103
KDMC	42
Olive View	37
Harbor	71
Rancho	7
	260

V. Centralized Database:

- Recruitment and retention statistics are being tracked and trended by facilities, including:

    Number of new hires and terminations
    Reasons for declining employment
    Amount of registry usage
    Number of vacancies
    Number of promotions

VI. Return on Investment (ROI)

- A database has been created to track hiring sources to enable the Department to track and trend the number of hires resulting from each of the advertising venue.

VII. Website

- The nursing recruitment website is being redesigned to make it more user-friendly and easy to navigate. The look and feel of the web site has been greatly enhanced. The website was revised to provide more descriptive details on content information. Hyperlinks, quick links, recruitment calendar, job search, FAQs, comments/suggestions, facility maps, and research engine has been incorporated to provide an easier and more friendly navigation throughout the website giving it more intuitive interface. Changes/revisions to existing website have been incorporated. Full implementation is expected by December 2006.

VIII. Retention:

- A standardized exit interview format is being developed and results of exit interviews will be trended. Results of exit interviews will be shared with facilities and an action plan will be developed to respond to issues identified during the interviews.
- A system-wide nursing retention committee is being formed with representations from line staff to discuss retention challenges and develop strategies to improve staff retention.

Nursing Recruitment/Retention Update

As of June 30, 2006, DHS had 6041.61 budgeted registered nurse positions, 5479.76 of which were filled and 566.10 were vacant.

Nurse Recruitment and Retention Programs

Tuition Reimbursement (TR): This retention program continues to be an effective method of providing financial assistance to DHS employees pursuing a nursing education. The process is now centralized under the Office of Nursing Affairs. This has shortened the time it takes to receive reimbursement from several months to an average of 30 days or less.   A total amount of $139,282.59 in TR has been distributed to DHS employees for this reporting period.

Relocation Incentive Program (RIP): This recruitment strategy provides financial assistance to registered nurses who relocate from at least 200 miles outside of Los Angeles County and work for DHS for a minimum of one year. One new hire received the RIP during this reporting period.

Tutoring and Mentoring Programs:

East Los Angeles Community College (ELAC) School of Nursing

- 63 RN graduates in May 2006. All received DHS Tutoring and Mentoring Program services.
- 9 ELAC graduates were hired as staff nurses/interim permittees for DHS.
- ELAC nursing students were hired as student nurse workers for DHS.
- 72% of the graduates passed NCLEX.

Glendale Community College (GCC) School of Nursing

- 34 RN graduates in May 2006. All received DHS Tutoring and Mentoring Program services.
- 2 GCC graduates were hired as staff nurses/interim permittees for DHS.
- 0 GCC nursing students were hired as student nurse workers for DHS.
- 90% of the graduates passed NCLEX.

Los Angeles Valley College (LAVC) School of Nursing

- 42 RN graduates in May 2006. All received DHS Tutoring and Mentoring Program services.
- 14 LAVC graduates were hired as staff nurses/interim permittees for DHS.
- 4 LAVC nursing students were hired as student nurse workers for DHS.
- 75% of the graduates passed NCLEX.

College of Nursing and Allied Health (CONAH)

- 66 RN graduates in May 2006.
- 24 CONAH graduates were hired as staff nurses/interim permittees for DHS.
- 11 CON nursing students were hired as student nurse workers for DHS.
- 82% of the graduates passed NCLEX.

Our goal for the CONAH is to proactively recruit at various Community Colleges to increase enrollment at the College. Other recruitment programs include:

- Nurse Intern Program
- Resume Writing Presentations
- Employment Opportunities Presentation
- Recruitment table at CONAH
- Nursing Job Fair
- Area Hosted Open House
- Development of a video to enhance recruitment of student nurses
- Joint appointment for clinical instructors

If you have any questions or need additional information, please let me know.

BAC:jr
203:018&501:010

Attachments

c: Chief Administrative Officer
County Counsel
Executive Officer, Board of Supervisors
Chief Nursing Officer/Director of Nursing

DEPARTMENT OF HEALTH SERVICES
Registered Nurse Second Quarter 2006 Report
Incomings and Terminations

		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total Year to Date
Deparment of Health Services (All Dept #s)	Incomings	59	64	73	67	61	49							373
	Terminations	66	62	76	48	54	46							353
Health Services Administration (Dept 110)	Incomings	0	4	0	1	0	1							6
	Terminations	1	0	1	0	1	1							4
Office of Managed Care (Dept 120)	Incomings	0	0	1	0	1	0							2
	Terminations	1	0	0	0	0	0							1
High Desert Healthcare System (Dept 130)	Incomings	0	0	1	2	2	1							6
	Terminations	1	0	0	0	1	2							4
LAC+USC Healthcare Network (Dept 160)	Incomings	28	18	30	26	22	12							136
	Terminations	31	16	22	17	14	14							114
Northeast CHC/Health Centers (Dept 161)	Incomings	1	2	2	1	1	3							10
	Terminations	2	1	1	2	0	2							8
Harbor/UCLA Medical Center (Dept 200)	Incomings	16	13	15	17	15	9							85
	Terminations	16	10	14	10	12	3							65
Long Beach CHC/Coastal Health Centers (Dept 201)	Incomings	0	0	0	0	1	1							2
	Terminations	0	1	0	1	0	0							2

DEPARTMENT OF HEALTH SERVICES
Registered Nurse Second Quarter 2006 Report
Incomings and Terminations

		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total Year to Date
King/Drew Medical Center (Dept 225)	Incomings	2	9	7	8	3	6							35
	Terminations	4	12	10	3	6	6							42
Southwest CHC/Health Centers (Dept 226)	Incomings	2	0	0	0	0	1							3
	Terminations	1	1	3	0	0	0							5
ValleyCare Olive View/UCLA Medical Center (Dept 240)	Incomings	3	7	10	5	7	8							40
	Terminations	4	8	3	6	5	3							29
Mid Valley CHC/Health Centers (Dept 241)	Incomings	1	3	1	0	2	0							7
	Terminations	0	1	3	0	1	1							6
Children's Medical Services (Dept 250)	Incomings	1	0	1	0	1	3							6
	Terminations	1	0	5	0	4	2							12
Rancho Los Amigos National Rehabilitation Center (Dept 260)	Incomings	2	2	2	5	1	1							13
	Terminations	2	5	2	3	6	3							21

DEPARTMENT OF HEALTH SERVICES
Registered Nurse Second Quarter 2006 Report
Incomings and Terminations

		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total Year to Date
Antelope Valley Rehabilitation Center (Dept 280)	Incomings	0	0	0	0	0	0							0
	Terminations	0	0	0	0	0	0							0
Juvenile Court Health Services (Dept 290)	Incomings	1	1	1	1	1	1							6
	Terminations	1	3	3	2	3	4							16
Public Health (Dept 295)	Incomings	2	5	1	1	4	2							15
	Terminations	1	4	6	4	1	5							24
296 - AIDS Program (Dept 296)	Incomings	0	0	1	0	0	0							1
	Terminations	0	0	0	0	0	0							0

NOTE: Incomings include New Hires, Rehires, Reinstatements, Transfers, and Employee Change of Statuses from Non-RN Positions.
Terminations include Outgoings and Transfers.

DEPARTMENT OF HEALTH SERVICES
Registered Nurse Second Quarter 2006 Report
Reasons for Terminations

Department Number - Facility or Program	Deceased	Discharged	Failed Medical Exam	Health	Moved	Non County Employment	Other	Personal	Remain at Home	Recurrent Release	Released Temp	Retirement	Return to School	Transfer	Working Conditions	ROW TOTAL
110 - Health Services Administration	0	0	0	0	0	3	0	1	0	0	0	0	0	0	0	4
120 - Office of Managed Care	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1
130 - High Desert Healthcare System	0	0	0	0	0	2	0	0	0	0	0	1	0	1	0	4
160 - LAC+USC Healthcare Network	2	0	1	2	11	11	6	25	1	0	20	19	5	10	1	114
161 - Northeast CHC/Health Centers	0	0	0	0	0	2	0	1	0	0	2	2	0	1	0	8
200 - Harbor/UCLA Medical Center	0	1	0	0	5	10	19	11	0	0	7	8	0	2	2	65
201 - Long Beach CHC/Coastal Health Centers	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	2
225 - King/Drew Medical Center	1	3	0	2	2	0	0	13	0	0	6	13	1	1	0	42
226 - Southwest CHC/Health Centers	0	0	0	0	0	0	0	0	0	0	0	4	0	1	0	5
240 - ValleyCare Olive View/UCLA Medical Center	0	0	0	1	3	3	8	2	0	0	5	4	0	2	1	29
241 - Mid Valley CHC/Health Centers	0	0	0	0	1	1	1	1	0	0	0	1	0	1	0	6
250 - Children's Medical Services	0	0	0	0	0	1	2	0	1	0	0	4	0	3	0	11
260 - Rancho Los Amigos Nat'l Rehab Center	0	2	0	2	1	2	2	2	0	0	2	3	1	5	0	22
280 - Antelope Valley Rehabilitation Center	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
290 - Juvenile Court Health Services	0	0	0	1	0	1	0	2	0	0	0	7	1	4	0	16
295 - Public Health	0	0	0	0	1	0	2	0	2	0	0	10	0	8	0	24
296 - AIDS Program	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
COLUMN TOTAL	4	6	1	8	25	37	40	58	4	0	42	76	8	40	4	353

05/05/06

DEPARTMENT OF HEALTH SERVICES
Registered Nurse Bi-Annual Report
January 1, 2006 through June 30, 2006
Reason Candidates Decline Employment

REASON CANDIDATE DECLINED EMPLOYMENT	COASTAL CLUSTER	LAC+USC HEALTHCARE NETWORK	PUBLIC HEALTH	RANCHO LOS AMIGOS NAT'L REHAB CTR	SAN FERNANDO VALLEY CLUSTER	SOUTHWEST CLUSTER	ROW TOTAL
1 Accepted another job	3	0	0	0	1	1	5
2 Did not respond to calls	0	0	0	0	0	0	0
3 Did not respond to letter	0	0	0	0	7	0	7
4 Did not show - no reason given	0	0	0	0	1	0	1
5 Distance	1	0	0	0	0	0	1
6 Negative publicity\Professional risk	0	0	0	0	0	0	0
7 Not interested in full-time perm position	0	0	0	0	1	0	1
8 Not interested in shift offered	5	5	1	0	1	1	13
9 Not interested in specialty area offered	0	0	0	0	0	1	1
10 Not interested in work assignment	0	0	0	0	1	0	1
11 Personal reasons	3	2	0	0	2	1	8
12 Prefers a higher position	0	0	0	0	0	0	0
13 Prefers another DHS department	1	0	0	0	0	0	1
14 Salary too low	0	1	1	0	1	1	4
15 Unable to attend new hire orientation	0	0	0	0	0	0	0
16 Unable to clear pre-employment physical	0	0	0	0	0	0	0
17 No reason given	0	0	0	0	1	0	1
ROW TOTAL	13	8	2	0	16	5	44

na = Information not available at time report completed.

DEPARTMENT OF HEALTH SERVICES
Registered Nurse Bi-Annual Report
January 1, 2006 through June 30, 2006
Reason Candidates Decline Employment

This data includes results from employment/job offers made to candidates after placement interviews were conducted. Also, includes results from canvasing letters mailed to candidates on eligible lists.

DEPARTMENT OF HEALTH SERVICES
Registry Nurse Bi-Annual Report
January 1, 2006 through June 30, 2006
Nurse Registry

CLUSTER	CONTRACTOR	TYPE OF SERVICE	JANUARY		FEBRUARY	
			ACTUAL/ ESTIMATE AMOUNT	HOURS	ACTUAL/ ESTIMATE AMOUNT	HOURS
ANTELOPE VALLEY HLTH SYS NETWORK	- 0 -	- 0 -	0	0	0	0
COASTAL CLUSTER AREA	ASSOCIATED HEALTH PROFESSIONALS	TRAVERLER NURSE AGENCY	21,356	310	10,833	189
COASTAL CLUSTER AREA	FASTSAFF, INC.	TRAVERLER NURSE AGENCY	24,021	280	23,216	276
COASTAL CLUSTER AREA	MED STAFF, INC	TRAVERLER NURSE AGENCY	24,800	377	11,728	184
COASTAL CLUSTER AREA	ON ASSIGNMENT	TRAVERLER NURSE AGENCY	70,735	877	81,474	1,044
JUVENILE COURT HEALTH SERVICES	ASSOCIATED HEALTH PROFESSIONALS	NURSING REGISTRY	2,441	63	0	0
LAC+USC HEALTHCARE NETWORK	PENDING VARIOUS INVOICE	TRAVERLER NURSE AGENCY	2,846,690	39,537	466,019	6,472
RANCHO LOS AMIGOS NAT'L REHAB CTR	MEDSTAFF	TRAVERLER NURSE AGENCY	9,036	144	0	0
RANCHO LOS AMIGOS NAT'L REHAB CTR	ON ASSIGNMENT	TRAVERLER NURSE AGENCY	24,938	373	4,977	67
SAN FERNANDO VALLEY CLUSTER	HRN SERVICES	NURSING REGISTRY	13,600	192	17,728	254
SAN FERNANDO VALLEY CLUSTER	MEDICAL STP	NURSING REGISTRY	15,328	218	10,920	153
SAN FERNANDO VALLEY CLUSTER	MEDI-LEND	NURSING REGISTRY	7,188	115	7,188	115
SAN FERNANDO VALLEY CLUSTER	NURSE CONNECTION	NURSING REGISTRY	14,088	201	13,545	194
SAN FERNANDO VALLEY CLUSTER	PROFESSIONAL STAFFING	NURSING REGISTRY	24,099	723	8,937	268
SAN FERNANDO VALLEY CLUSTER	S.O.S. NURSES	NURSING REGISTRY	8,000	125	8,000	125
SAN FERNANDO VALLEY CLUSTER	NURSE CONNECTION	NURSING REGISTRY (LVNs)	5,296	156	5,296	156
SAN FERNANDO VALLEY CLUSTER	PROFESSIONAL STAFFING	NURSING REGISTRY (LVNs)	4,496	132	3,168	93
SAN FERNANDO VALLEY CLUSTER	ASSOCIATED HEALTH PROFESSIONALS	NURSING REGISTRY (CNAs)	13,652	544	10,658	424
SAN FERNANDO VALLEY CLUSTER	ATC TRAVELERS	NURSING REGISTRY (CNAs)	38,464	1,127	38,776	1,136
SAN FERNANDO VALLEY CLUSTER	FLEX NURSING	NURSING REGISTRY (CNAs)	480	13	480	13
SAN FERNANDO VALLEY CLUSTER	HRN SERVICES	NURSING REGISTRY (CNAs)	30,840	488	27,768	439
SAN FERNANDO VALLEY CLUSTER	MEDICAL STP	NURSING REGISTRY (CNAs)	105,639	3,871	90,666	3,322
SAN FERNANDO VALLEY CLUSTER	MEDISCAN	NURSING REGISTRY (CNAs)	3,588	128	2,020	72
SAN FERNANDO VALLEY CLUSTER	NURSE CONNECTION	NURSING REGISTRY (CNAs)	43,141	1,887	43,141	1,887
SAN FERNANDO VALLEY CLUSTER	PROFESSIONAL STAFFING	NURSING REGISTRY (CNAs)	93,466	4,645	89,839	4,410
SAN FERNANDO VALLEY CLUSTER	RELIABLE HEALTHCARE	NURSING REGISTRY (CNAs)	0	0	1,500	107
SAN FERNANDO VALLEY CLUSTER	UNITED NURSING INTERNATIONAL	NURSING REGISTRY (CNAs)	2,656	79	2,750	82
SAN FERNANDO VALLEY CLUSTER	AMN HEALTHCARE	TRAVERLER NURSE AGENCY	217,000	347	21,700	347
SAN FERNANDO VALLEY CLUSTER	ATC TRAVELERS	TRAVERLER NURSE AGENCY	36,304	546	36,464	520
SAN FERNANDO VALLEY CLUSTER	HRN SERVICES	TRAVERLER NURSE AGENCY	75,886	1,018	77,613	1,042
SAN FERNANDO VALLEY CLUSTER	MEDSTAFF	TRAVERLER NURSE AGENCY	30,000	450	30,000	450
SAN FERNANDO VALLEY CLUSTER	ON ASSIGNMENT	TRAVERLER NURSE AGENCY	120,666	1,567	95,821	1,244
SAN FERNANDO VALLEY CLUSTER	PROFESSIONAL STAFFING	TRAVERLER NURSE AGENCY	47,218	805	49,110	837
SAN FERNANDO VALLEY CLUSTER	STAT NURSES INTERNATIONAL	TRAVERLER NURSE AGENCY	22,170	342	50,000	772
SAN FERNANDO VALLEY CLUSTER	UNITED STAFFING SOLUTIONS	TRAVERLER NURSE AGENCY	9,465	133	9,465	133
SAN FERNANDO VALLEY CLUSTER	AMN HEALTHCARE	TRAVERLER NURSE AGENCY (LVNs)	7,520	160	7,520	160
SAN FERNANDO VALLEY CLUSTER	MEDSTAFF	TRAVERLER NURSE AGENCY (LVNs)	6,775	136	6,775	136

DEPARTMENT OF HEALTH SERVICES
Registry Nurse Bi-Annual Report
January 1, 2006 through June 30, 2006
Nurse Registry

CLUSTER	CONTRACTOR	TYPE OF SERVICE	MARCH ACTUAL/ ESTIMATE AMOUNT	MARCH HOURS	APRIL ACTUAL/ ESTIMATE AMOUNT	APRIL HOURS	MAY ACTUAL/ ESTIMATE AMOUNT	MAY HOURS	JUNE ACTUAL/ ESTIMATE AMOUNT	JUNE HOURS
ANTELOPE VALLEY HLTH SYS NETWORK	- 0 -	- 0 -								
COASTAL CLUSTER AREA	ASSOCIATED HEALTH PROFESSIONALS	TRAVERLER NURSE AGENCY	23,598	342	15,051	217	18,788	272	N/A	N/A
COASTAL CLUSTER AREA	FASTSAFF, INC.	TRAVERLER NURSE AGENCY	17,898	216	18,681	201	15,386	184	N/A	N/A
COASTAL CLUSTER AREA	MED STAFF, INC	TRAVERLER NURSE AGENCY	23,141	361	19,207	286	6,708	96	N/A	N/A
COASTAL CLUSTER AREA	ON ASSIGNMENT	TRAVERLER NURSE AGENCY	62,752	812	74,296	972	57,054	738	N/A	N/A
JUVENILE COURT HEALTH SERVICES	ASSOCIATED HEALTH PROFESSIONALS	NURSING REGISTRY	0	0	0	0	0	0	N/A	N/A
LAC+USC HEALTHCARE NETWORK	PENDING VARIOUS INVOICE	TRAVERLER NURSE AGENCY	8,370	118	1,530,554	21,258	2,637,843		N/A	N/A
RANCHO LOS AMIGOS NATL REHAB CTR	MEDSTAFF	TRAVERLER NURSE AGENCY	11,848	184	0	0	2,720	40	N/A	N/A
RANCHO LOS AMIGOS NATL REHAB CTR	ON ASSIGNMENT	TRAVERLER NURSE AGENCY	68,071	919	39,350	531	0	0	N/A	N/A
SAN FERNANDO VALLEY CLUSTER	HRN SERVICES	NURSING REGISTRY	20,840	296	12,223	175	10,325	148	N/A	N/A
SAN FERNANDO VALLEY CLUSTER	MEDICAL STP	NURSING REGISTRY	16,380	253	14,024	216	13,650	211	N/A	N/A
SAN FERNANDO VALLEY CLUSTER	MEDI-LEND	NURSING REGISTRY	0	0	0	0	0	0	N/A	N/A
SAN FERNANDO VALLEY CLUSTER	NURSE CONNECTION	NURSING REGISTRY	11,480	164	9,223	132	18,445	264	N/A	N/A
SAN FERNANDO VALLEY CLUSTER	PROFESSIONAL STAFFING	NURSING REGISTRY	6,104	783	5,183	155	5,183	155	N/A	N/A
SAN FERNANDO VALLEY CLUSTER	S.O.S. NURSES	NURSING REGISTRY	2,048	32	2,560	40	2,560	40	N/A	N/A
SAN FERNANDO VALLEY CLUSTER	NURSE CONNECTION	NURSING REGISTRY (LVNs)	4,633	136	3,536	104	3,528	104	N/A	N/A
SAN FERNANDO VALLEY CLUSTER	PROFESSIONAL STAFFING	NURSING REGISTRY (LVNs)	0	0	0	0	0	0	N/A	N/A
SAN FERNANDO VALLEY CLUSTER	ASSOCIATED HEALTH PROFESSIONALS	NURSING REGISTRY (CNAs)	12,089	482	9,065	361	6,293	251	N/A	N/A
SAN FERNANDO VALLEY CLUSTER	ATC TRAVELERS	NURSING REGISTRY (CNAs)	114,398	3,350	109,384	3,204	86,408	2,530	N/A	N/A
SAN FERNANDO VALLEY CLUSTER	FLEX NURSING	NURSING REGISTRY (CNAs)	0	0	0	0	0	0	N/A	N/A
SAN FERNANDO VALLEY CLUSTER	HRN SERVICES	NURSING REGISTRY (CNAs)	31,338	496	19,563	310	19,269	305	N/A	N/A
SAN FERNANDO VALLEY CLUSTER	MEDICAL STP	NURSING REGISTRY (CNAs)	92,613	3,374	66,842	2,435	61,457	2,239	N/A	N/A
SAN FERNANDO VALLEY CLUSTER	MEDISCAN	NURSING REGISTRY (CNAs)	3,500	126	2,880	104	2,240	81	N/A	N/A
SAN FERNANDO VALLEY CLUSTER	NURSE CONNECTION	NURSING REGISTRY (CNAs)	20,315	887	19,975	874	22,458	982	N/A	N/A
SAN FERNANDO VALLEY CLUSTER	PROFESSIONAL STAFFING	NURSING REGISTRY (CNAs)	88,824	4,415	65,822	3,271	63,685	3,165	N/A	N/A
SAN FERNANDO VALLEY CLUSTER	RELIABLE HEALTHCARE	NURSING REGISTRY (CNAs)	0	0	0	0	0	0	N/A	N/A
SAN FERNANDO VALLEY CLUSTER	UNITED NURSING INTERNATIONAL	NURSING REGISTRY (CNAs)	2,219	66	750	22	5,719	170	N/A	N/A
SAN FERNANDO VALLEY CLUSTER	AMN HEALTHCARE	TRAVERLER NURSE AGENCY	0	0	0	0	0	0	N/A	N/A
SAN FERNANDO VALLEY CLUSTER	ATC TRAVELERS	TRAVERLER NURSE AGENCY	61,707	1,879	62,650	1,892	53,707	765	N/A	N/A
SAN FERNANDO VALLEY CLUSTER	HRN SERVICES	TRAVERLER NURSE AGENCY	125,485	1,683	139,185	186	184,869	2,480	N/A	N/A
SAN FERNANDO VALLEY CLUSTER	MEDSTAFF	TRAVERLER NURSE AGENCY	0	0	0	0	0	0	N/A	N/A
SAN FERNANDO VALLEY CLUSTER	ON ASSIGNMENT	TRAVERLER NURSE AGENCY	128,216	859	98,938	674	104,895	714	N/A	N/A
SAN FERNANDO VALLEY CLUSTER	PROFESSIONAL STAFFING	TRAVERLER NURSE AGENCY	65,032	1,109	57,738	985	57,758	985	N/A	N/A
SAN FERNANDO VALLEY CLUSTER	STAT NURSES INTERNATIONAL	TRAVERLER NURSE AGENCY	32,079	249	19,271	150	15,532	121	N/A	N/A
SAN FERNANDO VALLEY CLUSTER	UNITED STAFFING SOLUTIONS	TRAVERLER NURSE AGENCY	0	0	0	0	0	0	N/A	N/A
SAN FERNANDO VALLEY CLUSTER	AMN HEALTHCARE	TRAVERLER NURSE AGENCY (LVNs)	0	0	0	0	0	0	N/A	N/A
SAN FERNANDO VALLEY CLUSTER	MEDSTAFF	TRAVERLER NURSE AGENCY (LVNs)	0	0	0	0	0	0	N/A	N/A
SOUTHWEST AREA	ATC TRAVELERS	NURSING REGISTRY	2,601	35	30,541	405	48,748	679	N/A	N/A
SOUTHWEST AREA	S.O.S NURSES SERVICE CORPORATION	NURSING REGISTRY	0	0	0	0	0	0	N/A	N/A
SOUTHWEST AREA	UNITED STAFFING SOLUTIONS, INC	NURSING REGISTRY	0	0	10,970	164	2,448	38	N/A	N/A
SOUTHWEST AREA	ASSOCIATE HEALTH PROFESSIONALS, INC.	NURSING REGISTRY (LVNs)	4,698	121	12,590	33	0	0	N/A	N/A

DEPARTMENT OF HEALTH SERVICES
Registry Nurse Bi-Annual Report
January 1, 2006 through June 30, 2006
Nurse Registry

CLUSTER	CONTRACTOR	TYPE OF SERVICE	MARCH ACTUAL/ ESTIMATE AMOUNT	MARCH HOURS	APRIL ACTUAL/ ESTIMATE AMOUNT	APRIL HOURS	MAY ACTUAL/ ESTIMATE AMOUNT	MAY HOURS	JUNE ACTUAL/ ESTIMATE AMOUNT	JUNE HOURS
SOUTHWEST AREA	MEDISCAN NURSING STAFFING, INC.	NURSING REGISTRY (LVNs)	5,214	139	2,256	60	0	0	N/A	N/A
SOUTHWEST AREA	NURSE CONNECTION	NURSING REGISTRY (LVNs)	14,887	408	8,432	236	5,423	148	N/A	N/A
SOUTHWEST AREA	UNITED NURSING INTERNATIONAL	NURSING REGISTRY (LVNs)	14,904	208	12,550	189	0	0	N/A	N/A
SOUTHWEST AREA	UNITED STAFFING SOLUTIONS, INC	NURSING REGISTRY (LVNs)	5,256	142	6,916	183	5,979	157	N/A	N/A
SOUTHWEST AREA	ASSOCIATE HEALTH PROFESSIONALS, INC.	NURSING REGISTRY (CNAs)	75,544	3,147	58,833	2,448	46,445	1,927	N/A	N/A
SOUTHWEST AREA	ATC TRAVELERS	NURSING REGISTRY (CNAs)	145,285	6,059	135,081	5,606	127,902	5,174	N/A	N/A
SOUTHWEST AREA	MEDISCAN NURSING STAFFING, INC.	NURSING REGISTRY (CNAs)	9,435	464	10,975	565	9,565	478	N/A	N/A
SOUTHWEST AREA	MEDSTAFF, INC.	NURSING REGISTRY (CNAs)	9,231	420	7,680	347	5,761	253	N/A	N/A
SOUTHWEST AREA	NURSE CONNECTION	NURSING REGISTRY (CNAs)	119,472	5,938	263,933	7,804	105,628	5,241	N/A	N/A
SOUTHWEST AREA	RELIABLE HEALTH CARE SERVICES	NURSING REGISTRY (CNAs)	164,576	6,549	104,897	4,175	102,556	4,064	N/A	N/A
SOUTHWEST AREA	MEDSTAFF, INC.	NURSING REGISTRY (LPTs)	2,020	51	0	0	0	0	N/A	N/A
SOUTHWEST AREA	NURSE CONNECTION	NURSING REGISTRY (LPTs)	25,774	672	11,919	313	18,546	499	N/A	N/A
SOUTHWEST AREA	UNITED NURSING INTERNATIONAL	NURSING REGISTRY (LPTs)	2,602	72	5,304	136	5,616	144	N/A	N/A
SOUTHWEST AREA	ASSOCIATE HEALTH PROFESSIONALS, INC.	TRAVERLER NURSE AGENCY	20,484	247	24,300	308	19,836	253	N/A	N/A
SOUTHWEST AREA	ATC TRAVELERS	TRAVERLER NURSE AGENCY	99,018	1,682	74,792	1,026	62,205	858	N/A	N/A
SOUTHWEST AREA	FASTAFF, INC.	TRAVERLER NURSE AGENCY	1,449,058	18,827	1,425,027	18,746	139,382	18,209	N/A	N/A
SOUTHWEST AREA	FLEX NURSING SERVICE, INC.	TRAVERLER NURSE AGENCY	29,960	400	15,383	204	14,580	204	N/A	N/A
SOUTHWEST AREA	MEDSTAFF, INC.	TRAVERLER NURSE AGENCY	4,054	60	0	0	0	0	N/A	N/A
SOUTHWEST AREA	NURSE CONNECTION	TRAVERLER NURSE AGENCY	230,131	2,895	73,998	930	0	0	N/A	N/A
SOUTHWEST AREA	ON ASSIGNMENT HEALTHCARE STAFFING	TRAVERLER NURSE AGENCY	1,540,366	19,175	1,385,225	17,137	1,239,167	15,356	N/A	N/A
SOUTHWEST AREA	STAT NURSES INTERNATIONAL	TRAVERLER NURSE AGENCY	47,814	750	46,868	738	41,136	638	N/A	N/A
SOUTHWEST AREA	UNITED NURSING INTERNATIONAL	TRAVERLER NURSE AGENCY	14,904	208	12,550	189	11,200	156	N/A	N/A
TOTAL			$5,090,024	$90,256	$6,157,549	$98,593	$5,490,563	$69,512		